

Workforce Planning

Workforce planning has become one of the greatest challenges faced by public and non-profit agencies.

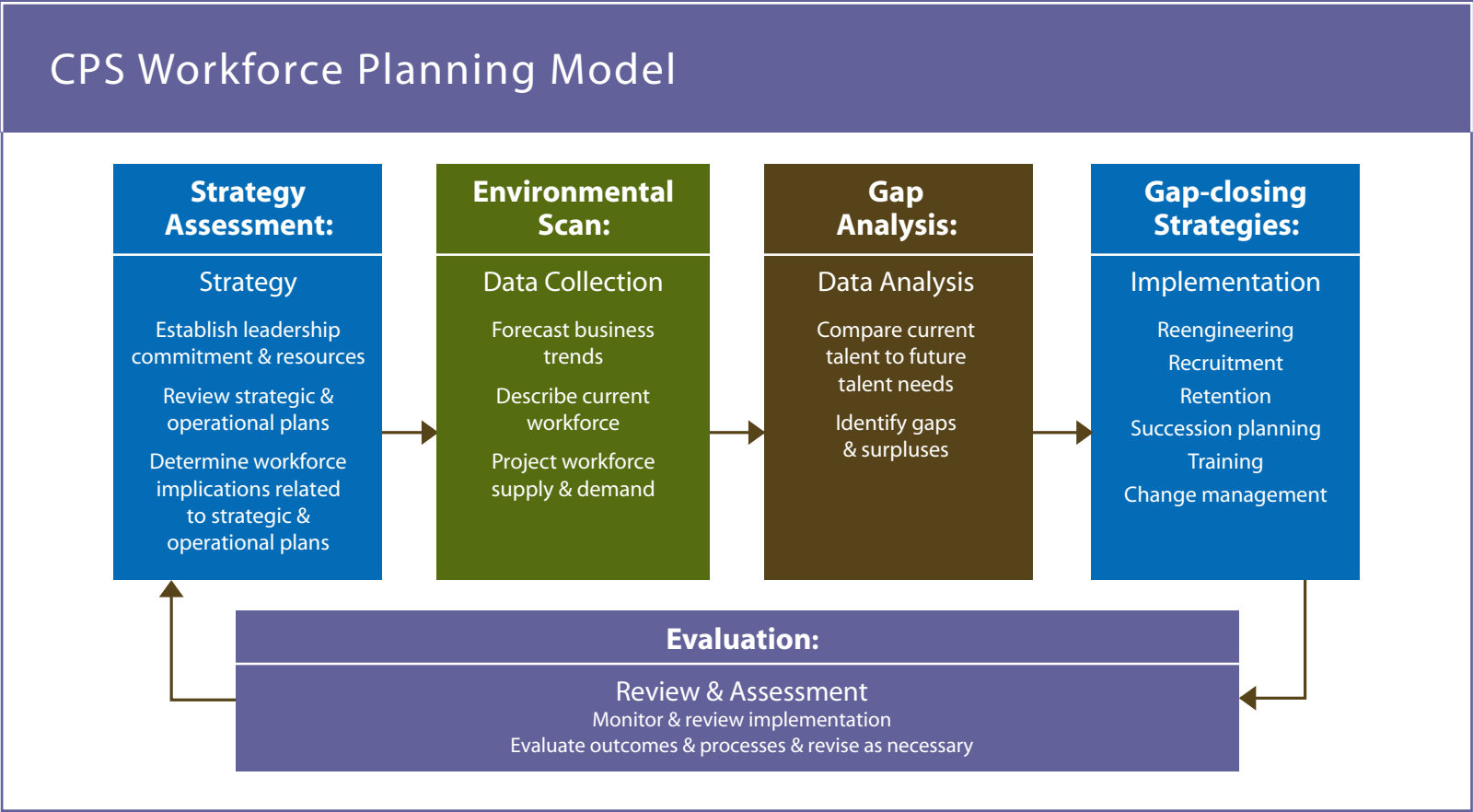
With more than 70 million baby boomers reaching retirement age and only 40 million generation Xers coming behind them, public and non-profit agencies are recognizing the need to conduct workforce planning to ensure that they will be appropriately staffed to achieve their goals and accomplish their missions.



As a public agency, CPS understands the issues and challenges facing other public agencies. And, as a self-supporting entity, CPS understands your need for innovative but practical results.

We have helped clients meet their workforce planning and staffing needs for more than 70 years.

Throughout our history, CPS has developed relationships across a spectrum of public agencies in city, county, state and federal government, as well as special districts and non-profit organizations. We leverage these relationships in providing workforce planning services to help organizations meet their staffing needs and achieve their business objectives. From the design and implementation of the workforce planning process, through the review and evaluation of the results, we work with our clients to ensure that they are properly positioned to accomplish their goals and fulfill their missions.



Much like a lighthouse illuminating the best route for a sailing ship, CPS Human Resource Services helps public agencies navigate to a technically sound and practical workforce plan. We understand that to succeed, an organization must have the right people, with the right skills, in the right places, at the right times.

With more than 70 years of public sector experience, CPS knows how to integrate strategic planning, program management, human resources practices and budget requirements into one comprehensive workforce plan that is consistent with your agency's vision.

The CPS workforce planning model is practical, effective and tailored specifically to public and non-profit agencies.

Additionally, the model is flexible enough to be modified or customized to meet the unique workforce planning needs of your organization.

At CPS, we believe that a successful workforce planning process begins with an understanding of your organization's strategic and operational plans achieved through an open exchange of information. Consequently, we begin the process by working closely with your staff and key stakeholders to conduct a strategy assessment. Next, we perform environmental scanning, conduct a gap analysis, implement gap-closing strategies and evaluate the success of the entire workforce planning process. What's more, after we complete our work, we remain available for ongoing consultation and assistance.